



# **EARNINGS AND HOURS OF EMPLOYEES**

## **DISTRIBUTION AND COMPOSITION**

**MAY 1976**

**AUSTRALIAN  
BUREAU OF  
STATISTICS**

**CANBERRA**

**Reference No. 6.52**

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# EARNINGS AND HOURS OF EMPLOYEES : DISTRIBUTION AND COMPOSITION, MAY 1976

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## EXPLANATORY NOTES

## Introduction

This bulletin contains results of a survey of the earnings and hours of employees conducted in respect of the pay-period which included 24 May 1976. Preliminary results were published on 3 December 1976 in *Earnings and Hours of Employees, Distribution and Composition, May 1976 (Preliminary)* (Reference No. 6.47).

2. The first survey of this kind was conducted in May 1974 and was developed to meet the growing demand for a wider range of statistics relating to the distribution and composition of earnings and hours. Earnings and hours surveys have since been conducted in May each year.

3. A copy of the questionnaire used in the survey is shown on pages 5 and 6.

## Scope of Survey

4. All wage and salary earners were represented except —

members of the defence forces,  
employees in agriculture,  
employees in private households employing staff,  
waterside workers employed on a casual basis,  
persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying more than \$400 a week in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.

## Coverage

5. The survey covered all Australian and State Government departments and authorities, and stratified random samples of local government authorities, non-government hospitals (not subject to payroll tax), and other private employers.

## Survey Design

6. The majority of employers selected were

requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by the employers in accordance with instructions supplied by the Bureau. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

## Reliability of Estimates

7. As the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details on the reliability of the estimates see the Technical Note on page 26.

## Industry Classification

8. The industry classification used for the survey was the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol 1. The table on page 3 shows details of the ASIC industries used in the survey. Abbreviated titles of industries used in this bulletin are also shown.

## Comparability of Results

9. Because of differences in scope and definitions, the results of the survey are not directly comparable with those of similar surveys and series such as the *Survey of Wage Rates and Earnings*, September 1960; the surveys of *Weekly Earnings* in October 1965 and May 1971, the October surveys *Earnings and Hours of Employees* (Reference No. 6.40), the May 1971 *Survey of Weekly Earnings (Size Distribution)* (Reference No. 6.30) and the quarterly series *Average Weekly Earnings* (Reference No. 6.18). In the October surveys and the May 1971 survey, adults included persons under 21 years of age who were paid at adult rates; in the May 1976 survey such persons were included with others under 21 years of age. Details of scope, coverage, and definitions of terms for the surveys mentioned above are summarized in the *Official Year Book* and the *Labour Report*.



Division	ASIC Code Sub-division	Industry	Abbreviated titles used
C		Manufacturing —	
	21–22	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper and paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other industrial machinery and equipment and household appliances	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other (a)	
		Non-manufacturing industries —	
B		Mining	
D		Electricity, gas and water	
E		Construction	
F	{ 46–47	Wholesale trade	
	{ 48	Retail trade	
G,H		Transport and storage; communication	
I		Finance, insurance, real estate and business services	Finance, business services
J,K(b)		Public administration and defence (b); community services	
A,L(c)		Other industries (c) (forestry and logging, fishing and hunting, entertainment, recreation, restaurants, hotels and personal services)	Other
		Total (b) (c)	

(a) Includes wood, wood products and furniture (sub-division 25); glass, clay and other non-metallic mineral products (sub-division 28); and leather, rubber and plastic products and manufacturing not elsewhere classified (sub-division 34). (b) Excludes defence forces. (c) Excludes agriculture and services to agriculture (sub-divisions 01 and 02) and private households employing staff (sub-division 94).

## Definitions

10. *Specified pay-period* is the pay-period which included 24 May 1976. In general, where an establishment was closed down for part or the whole of that pay-period or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.

11. *Employees* comprise male and female wage and salary earners (as defined in paragraph 4) who received pay for the specified pay-period.

12. *Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

13. *Government employees* are civilian employees of Australian and State government departments, authorities and semi-government bodies, and of local government authorities.

14. *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work (see paragraph 17) for that pay-period were at least 30 hours. Included are full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays.

Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

15. *Part-time employees* are those employees who ordinarily worked less than 30 hours a week and who received pay for the specified pay-period.

16. In the private sector, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, in the private sector were not further defined. In the government sector, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees (i) who were ineligible to receive payment for overtime, or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and nurses, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

17. *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.



18. *Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see paragraph 19) and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

19. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours, and that part of paid annual leave, paid sick leave and long-service leave taken during the specified pay-period.

20. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined in paragraphs 21 to 24. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodic bonuses, etc. are excluded.

21. *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in paragraph 19. It comprises *payment by measured result*, *award or agreed base rate of pay* and *other earnings* (excluding overtime).

22. *Payment by measured result* refers to payment by incentive, piecework, task bonus, commission, etc.

23. *Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for, and includes all allowances (other than overtime) specified in the award, etc.

24. *Other earnings* refers to ordinary time earnings not included in payment by measured result nor in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

25. *Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings

below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.

26. *Mean (or average) earnings* is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group. In calculating the means in Tables 7 and 8 it was assumed that observations were spaced evenly across class intervals, the mid-point of each interval being used in calculating group aggregates.

#### Related Publications

27. Users may also wish to refer to the following earnings and income publications which are available on request:

*Weekly Earnings of Employees (Distribution)* – Reference Nos. 6.50 (Preliminary statement) and 6.52, containing results of household interview surveys conducted annually in August.

*Average Weekly Earnings (Quarterly)* – Reference Nos. 6.48 (Preliminary statement) and 6.18.

*Earnings and Hours of Employees* – Reference Nos. 6.36 (Preliminary statement) and 6.40, containing results of sample surveys conducted annually in October.

*Wage Rate Indexes (Preliminary)* (Reference No. 6.37) and *Wage Rates and Earnings* (Reference No. 6.16) – monthly.

*Income Distribution, 1973-74* – Part 1 (Reference No. 17.6) and Part 2 (Reference No. 17.8).

28. All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8) which is available free of charge from any ABS office.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

**R. J. CAMERON**  
Australian Statistician



# SURVEY OF EARNINGS AND HOURS, MAY 1976

Before completing this questionnaire please read general instructions, etc. concerning this survey.

**IDENTIFICATION OF EMPLOYEE.** Use a method of positive identification such as payroll number, personnel number, name or initials, etc. The name of the employee is not necessary if some other suitable method of identification is available. The identity of the employee will not be recorded and on completion of this survey the detachable slip will be destroyed.

Identification of employee .....

## SURVEY OF EARNINGS AND HOURS, MAY 1976

Particulars for the employee identified above relate to the pay-period which includes 24 May 1976.

CONFIDENTIAL

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Office use only									

1-11

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**A. TOTAL NUMBER OF EMPLOYEES** included in the complete list of your employees, covered by the payroll tax return of this company, firm or person named in the address box above, who received pay for the pay-period which included 24 May 1976.

Persons			

12-16

**B. PLACE OF EMPLOYMENT.** Show city, town or suburb and postcode of employee's actual place of employment or base.

Postcode			

17-20

**C. SEX OF EMPLOYEE** (tick appropriate box)

Male ☐ 1 Female ☐ 2

21

**D. AGE OF EMPLOYEE**  
(tick appropriate box)

15 years and under <input type="checkbox"/> 1	16 years <input type="checkbox"/> 2	17 years <input type="checkbox"/> 3	18 years <input type="checkbox"/> 4	19 years <input type="checkbox"/> 5	20 years <input type="checkbox"/> 6	21 years and over <input type="checkbox"/> 7
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22

**E. STATUS OF EMPLOYEE**  
(tick appropriate box)

Managerial, Executive, Professional or higher Supervisory employee. <input type="checkbox"/> 1	Minor Supervisory employee, foreman, leading hand, etc. <input type="checkbox"/> 2	Apprentice, Trainee or Cadet <input type="checkbox"/> 3	Other <input type="checkbox"/> 4
--	--	---	----------------------------------

23

**F. OCCUPATION.** Describe precisely in two or more words the occupation of the employee, indicating class or grade where applicable, e.g. sheet metal worker, class 1.

Office use only	

24-26

**G. AWARD, DETERMINATION OR COLLECTIVE AGREEMENT.**

Show the concise name of the award, etc. normally used to vary the employee's rate of pay and conditions of work (e.g. Metal Industry Award). Specify whether it is a Commonwealth or State award, etc. If a collective agreement specify name or parties involved but omit unregistered collective agreements dealing only with over-award pay. If no award, etc. applicable write N.A.

*NOTE: The name of the employee's trade union is not sufficient to identify the award.*

Name of award, etc. ....

Office use only	

27-30

**H. AWARD, ETC. CLASSIFICATION.** Specify precisely the classification (e.g. machine operator) shown in the award, etc. on which the employee's ordinary time rate of pay was based for the pay-period which includes 24 May 1976. If no award, etc. applicable write N.A.

Office use only	

31-34



Where exact information is not available please supply careful estimates. If during the specified period your operations ceased or were seriously curtailed due to an industrial dispute, breakdown, fire, etc., please supply information for the previous normal pay-period and state the period used in COMMENTS section below.

**I. WEEKLY HOURS OF WORK** in the pay-period which includes 24 May 1976

NOTE: Where necessary convert hours to a weekly basis.

- (i) Standard or rostered hours (excluding overtime) which the employee would ordinarily work in a full week.  
Where necessary estimate standard hours for managerial, executive, professional, etc. staff.

Hours Minutes  
35-38

- (ii) Hours paid for (not required for managerial, executive, professional, etc. staff).

- (a) Overtime hours i.e. hours in excess of award, standard or agreed hours. Do not convert to ordinary time equivalent (e.g., if 4 hours overtime were worked at time and a half, report 4 hours, not 6).  
Exclude standard hours paid for at penalty rates, e.g. shift hours (to be included in "ordinary time hours" below).

39-42

- (b) Ordinary-time hours i.e. award, standard or agreed hours. Exclude hours on stand-by or reporting time except where these are part of standard hours. Include that part of paid leave related to the specified pay-period. Also include standard hours paid for at penalty rates (e.g. shift hours), but do not convert them to their ordinary time equivalent.

43-46

Total hours paid for

47-50

**J. GROSS EARNINGS** for the pay-period which includes 24 May 1976 (i.e. earnings before taxation and other deductions are made).

**SPECIAL PAYMENTS** i.e. payments made in this period but related to other pay-periods:

1. Pay in advance/retrospective pay. Note: Any part of paid leave taken during the specified pay-period should be included in Items 4 to 6 below.

Dollars Cents  
51-55

2. Periodic bonuses (include annual leave loading paid this pay)

Note: Any bonuses relating directly to the specified pay-period are to be included in Items 4 to 6 below.

56-60

**EARNINGS IN THIS PAY-PERIOD.** Include one week's proportion of payments made other than on a weekly basis (e.g. salary paid fortnightly or monthly; paid annual and other leave taken during the specified pay-period; commissions, periodic payments under incentive or piecework, and any payments under profit-sharing schemes which are normally paid each pay-period).

3. Overtime pay (payment for hours in excess of award, standard or agreed hours).  
Exclude shift penalty payments (to be included in Item 5 below)

61-65

4. Payment by measured result (e.g. piecework, task bonus, commission and other earnings which vary according to output).

66-70

5. Award or base rate of pay for ordinary time hours. Include all allowances (dirt, height, tool, etc.), shift loadings and penalty payments specified in the award, etc.  
Exclude over-award pay (to be included in "other pay" below). If no award, etc. applicable show the base rate of pay.

71-75

6. Other pay (over-award, attendance, good time-keeping, profit-sharing, etc.). Exclude payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

76-80

TOTAL, ITEMS 1 TO 6

81-86

**COMMENTS.** Please comment on any unusual details reported on this return (e.g. high or low hours and/or earnings).

Name of person to be contacted if any queries arise regarding this return.

Mr  
Miss  
Mrs

Phone No.

BLOCK LETTERS

Signature

Date



TABLE 1. ALL EMPLOYEES (a) : WEEKLY EARNINGS, MAY 1976

				Males			Females			Persons		
				Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total
Weekly earnings (\$) —												
Under 10				8.3	0.3	0.3	11.2	0.8	0.8	19.6	0.5	0.5
10 and under 15				7.9	0.3	0.6	12.0	0.8	1.6	19.9	0.5	1.0
15 " " 20				9.5	0.3	0.9	13.8	1.0	2.6	23.2	0.6	1.5
20 " " 25				8.9	0.3	1.3	15.9	1.1	3.7	24.8	0.6	2.1
25 " " 30				9.7	0.4	1.6	13.3	0.9	4.7	23.0	0.6	2.7
30 " " 35				8.6	0.3	1.9	14.3	1.0	5.7	22.9	0.6	3.2
35 " " 40				9.8	0.4	2.3	11.4	0.8	6.5	21.3	0.5	3.7
40 " " 45				7.8	0.3	2.6	13.1	0.9	7.4	20.9	0.5	4.2
45 " " 50				8.4	0.3	2.9	18.5	1.3	8.7	26.9	0.6	4.9
50 " " 55				14.8	0.5	3.4	19.5	1.4	10.1	34.3	0.8	5.7
55 " " 60				14.3	0.5	4.0	20.3	1.4	11.5	34.5	0.8	6.6
60 " " 65				17.5	0.6	4.6	35.5	2.5	14.0	53.0	1.3	7.8
65 " " 70				15.6	0.6	5.2	27.3	1.9	15.9	42.9	1.0	8.9
70 " " 80				35.8	1.3	6.5	58.6	4.1	20.0	94.4	2.3	11.2
80 " " 90				33.7	1.2	7.7	70.0	4.9	25.0	103.7	2.5	13.7
90 " " 100				41.4	1.5	9.3	62.9	4.4	29.4	104.3	2.5	16.2
100 " " 110				51.0	1.9	11.1	100.7	7.1	36.5	151.7	3.7	19.8
110 " " 120				85.2	3.1	14.3	117.3	8.3	44.8	202.5	4.9	24.7
120 " " 130				163.4	6.0	20.3	166.9	11.8	56.5	330.4	8.0	32.7
130 " " 140				197.4	7.3	27.5	166.8	11.7	68.3	364.3	8.8	41.5
140 " " 150				215.6	7.9	35.5	121.3	8.5	76.8	337.0	8.1	49.7
150 " " 160				220.0	8.1	43.6	80.5	5.7	82.5	300.5	7.3	56.9
160 " " 170				202.0	7.4	51.0	58.7	4.1	86.6	260.7	6.3	63.2
170 " " 180				190.0	7.0	58.0	49.7	3.5	90.1	239.6	5.8	69.0
180 " " 190				162.7	6.0	64.0	36.8	2.6	92.7	199.5	4.8	73.8
190 " " 200				135.8	5.0	69.0	22.6	1.6	94.3	158.4	3.8	77.7
200 " " 220				233.7	8.6	77.6	33.2	2.3	96.6	266.8	6.4	84.1
220 " " 240				157.8	5.8	83.4	20.6	1.5	98.1	178.4	4.3	88.4
240 " " 260				121.4	4.5	87.8	10.6	0.7	98.8	132.0	3.2	91.6
260 " " 280				89.4	3.3	91.1	16.9	1.2	100.0	95.4	2.3	93.9
280 " " 300				67.4	2.5	93.6				72.3	1.7	95.7
300 " " 350				94.3	3.5	97.1				97.9	2.4	98.0
350 " " 400				39.9	1.5	98.5				41.2	1.0	99.0
400 " " 450				20.1	0.7	99.3	16.9	1.2	100.0	20.8	0.5	99.5
450 and over				19.8	0.7	100.0				20.1	0.5	100.0
Total				2,718.8	100.0	..	1,420.2	100.0	..	4,139.1	100.0	..
— dollars —												
Median earnings				168.60	..	..	124.40	..	..	150.40	..	..
Mean earnings				179.90	..	..	121.40	..	..	159.80	..	..

(a) Full-time and part-time employees, including managerial, etc. See paragraph 4, page 2 for particulars of employees excluded from the survey.



TABLE 2. PRIVATE EMPLOYEES (a) : WEEKLY EARNINGS, MAY 1976

Males				Females			Persons			
	Number ( <sup>000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>000</sup> )	Per cent of total	Cumulative per cent of total	
Weekly earnings (\$) —										
Under 10	8.0	0.4	0.4	10.6	1.0	1.0	18.6	0.7	0.7	
10 and under 15	7.3	0.4	0.8	10.9	1.1	2.1	18.2	0.6	1.3	
15 " " 20	8.6	0.5	1.3	12.2	1.2	3.3	20.8	0.7	2.0	
20 " " 25	8.5	0.5	1.8	12.3	1.2	4.5	20.7	0.7	2.7	
25 " " 30	8.4	0.5	2.2	10.4	1.0	5.5	18.8	0.7	3.4	
30 " " 35	7.9	0.4	2.7	11.3	1.1	6.6	19.1	0.7	4.1	
35 " " 40	7.8	0.4	3.1	9.2	1.0	7.6	17.0	0.6	4.7	
40 " " 45	6.6	0.4	3.5	11.1	1.1	8.7	17.7	0.6	5.3	
45 " " 50	6.9	0.4	3.9	14.6	1.4	10.1	21.6	0.8	6.1	
50 " " 55	13.3	0.7	4.6	17.4	1.7	11.8	30.8	1.1	7.2	
55 " " 60	11.8	0.7	5.2	15.1	1.5	13.3	26.9	0.9	8.1	
60 " " 65	14.7	0.8	6.1	29.0	2.8	16.1	43.7	1.5	9.6	
65 " " 70	12.8	0.7	6.8	22.8	2.2	18.3	35.6	1.3	10.9	
70 " " 80	28.0	1.5	8.3	46.3	4.5	22.8	74.3	2.6	13.5	
80 " " 90	24.6	1.4	9.7	57.3	5.6	28.4	81.9	2.9	16.4	
90 " " 100	33.2	1.8	11.5	51.6	5.0	33.4	84.7	3.0	19.4	
100 " " 110	39.0	2.2	13.7	81.9	8.0	41.4	120.9	4.3	23.7	
110 " " 120	64.2	3.5	17.2	94.6	9.2	50.6	158.7	5.6	29.3	
120 " " 130	118.4	6.5	23.7	129.8	12.6	63.2	248.1	8.7	38.0	
130 " " 140	130.9	7.2	31.0	125.5	12.2	75.4	256.4	9.0	47.0	
140 " " 150	145.9	8.1	39.0	89.4	8.7	84.1	235.3	8.3	55.3	
150 " " 160	145.3	8.0	47.0	56.9	5.5	89.6	202.2	7.1	62.4	
160 " " 170	132.9	7.3	54.4	33.7	3.3	92.9	166.6	5.9	68.3	
170 " " 180	126.5	7.0	61.3	21.0	2.1	95.0	147.5	5.2	73.5	
180 " " 190	107.6	5.9	67.3	14.6	1.4	96.4	122.1	4.3	77.8	
190 " " 200	91.4	5.0	72.3	10.5	1.0	97.4	101.8	3.6	81.4	
200 " " 220	149.4	8.2	80.5	11.6	1.1	98.5	161.0	5.7	87.1	
220 " " 240	91.6	5.1	85.6	6.1	0.6	99.1	97.7	3.4	90.5	
240 " " 260	73.8	4.1	89.7				77.3	2.7	93.3	
260 " " 280	54.4	3.0	92.7				56.3	2.0	95.3	
280 " " 300	37.5	2.1	94.8				38.8	1.4	96.7	
300 " " 350	52.2	2.9	97.7	8.5	0.8	100.0	53.2	1.9	98.5	
350 " " 400	21.2	1.2	98.8				21.4	0.7	99.2	
400 " " 450	10.6	0.6	99.4				11.0	0.4	99.6	
450 and over	10.7	0.6	100.0				10.8	0.4	100.0	
Total	1,811.7	100.0	..	1,026.0	100.0	..	2,837.7	100.0	..	
— dollars —										
Median earnings	164.10	..	..	119.50	..	..	143.60	..	..	
Mean earnings	172.50	..	..	112.80	..	..	150.90	..	..	

(a) Full-time and part-time employees, including managerial, etc. staff. See paragraph 4, page 2 for particulars of employees excluded from the survey.



TABLE 3. GOVERNMENT EMPLOYEES (a) : WEEKLY EARNINGS, MAY 1976

		Males			Females			Persons		
		Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total
Weekly earnings (\$) -										
Under 40										
40 and under	50	12.9	1.4	1.4	15.1	3.8	3.8	21.5	1.7	1.7
50 " "	60				13.1	3.3	7.2	19.6	1.5	3.2
60 " "	70	13.3	1.5	2.9	11.1	2.8	9.9	16.6	1.3	4.5
70 " "	80				12.4	3.1	13.0	20.2	1.5	6.0
80 " "	90	17.3	1.9	4.8	12.7	3.2	16.2	21.7	1.7	7.7
90 " "	100				11.4	2.9	19.1	19.6	1.5	9.2
100 " "	110	12.0	1.3	6.1	18.8	4.8	23.9	30.8	2.4	11.6
110 " "	120	21.0	2.3	8.4	22.8	5.8	29.7	43.8	3.4	15.0
120 " "	130	45.1	5.0	13.4	37.1	9.4	39.1	82.2	6.3	21.2
130 " "	140	66.5	7.3	20.7	41.3	10.5	49.6	107.9	8.3	29.5
140 " "	150	69.7	7.7	28.4	31.9	8.1	57.7	101.6	7.8	37.3
150 " "	160	74.8	8.2	36.7	23.6	6.0	63.7	98.4	7.6	44.9
160 " "	170	69.1	7.6	44.3	25.0	6.4	70.1	94.1	7.2	52.1
170 " "	180	63.5	7.0	51.3	28.6	7.2	77.3	92.1	7.1	59.2
180 " "	190	55.1	6.1	57.4	22.2	5.6	82.9	77.3	5.9	65.1
190 " "	200	44.4	4.9	62.3	12.1	3.1	86.0	56.6	4.3	69.4
200 " "	220	84.2	9.3	71.5	21.6	5.5	91.5	105.8	8.1	77.5
220 " "	240	66.2	7.3	78.8	14.5	3.7	95.2	80.7	6.2	83.7
240 " "	260	47.6	5.2	84.0	11.2	2.8	98.0	54.7	4.2	87.9
260 " "	280	35.0	3.9	87.9				39.1	3.0	90.9
280 " "	300	29.9	3.3	91.3				33.5	2.6	93.5
300 " "	350	42.1	4.6	95.9	7.8	2.0	100.0	44.6	3.4	96.9
350 " "	400	18.7	2.1	97.9				19.8	1.5	98.4
400 and over		18.6	2.1	100.0				19.2	1.5	100.0
Total		907.1	100.0	..	394.2	100.0	..	1,301.3	100.0	..
- dollars -										
Median earnings		178.10	..	..	140.40	..	..	166.90	..	..
Mean earnings		194.70	..	..	143.90	..	..	179.30	..	..

(a) Full-time and part-time employees, including managerial, etc. staff. See paragraph 4, page 2 for particulars of employees excluded from the survey.



TABLE 4. FULL-TIME NON-MANAGERIAL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) -						
Under 60	9.7	0.5	0.5	7.2	0.8	0.8
60 and under 80	8.1	0.4	0.9	9.0	1.0	1.8
80 " " 90	6.3	0.3	1.2	10.7	1.2	3.0
90 " " 100	11.7	0.6	1.8	15.9	1.8	4.8
100 " " 110	23.3	1.1	2.9	61.1	6.8	11.6
110 " " 120	58.1	2.8	5.7	84.4	9.4	21.0
120 " " 130	139.7	6.8	12.6	145.8	16.2	37.2
130 " " 140	181.0	8.8	21.4	154.5	17.2	54.5
140 " " 150	203.3	9.9	31.3	113.1	12.6	67.1
150 " " 160	206.4	10.1	41.4	75.4	8.4	75.5
160 " " 170	193.1	9.4	50.8	52.6	5.9	81.3
170 " " 180	173.8	8.5	59.3	47.4	5.3	86.6
180 " " 190	146.2	7.2	66.5	34.6	3.9	90.5
190 " " 200	117.9	5.8	72.2	20.3	2.3	92.7
200 " " 220	186.4	9.1	81.3	29.4	3.3	96.0
220 " " 240	122.3	6.0	87.3	18.0	2.0	98.0
240 " " 260	85.3	4.2	91.5	8.0	0.9	98.9
260 " " 280	58.0	2.8	94.3			
280 " " 300	44.4	2.2	96.5			
300 " " 350	46.0	2.2	98.7	9.9	1.1	100.0
350 " " 400	14.2	0.7	99.4			
400 and over	11.6	0.6	100.0			
Total	2,046.8	100.0	..	897.4	100.0	..
- dollars -						
Median earnings	169.10	..	..	137.40	..	..
Mean earnings	180.60	..	..	143.70	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) -						
Under 50	5.0	2.2	2.2	5.7	2.5	2.5
50 and under 60	14.9	6.6	8.7	8.5	3.7	6.2
60 " " 70	21.6	9.5	18.2	28.1	12.3	18.5
70 " " 80	23.2	10.2	28.4	25.0	11.0	29.5
80 " " 90	20.4	9.0	37.4	35.4	15.5	45.0
90 " " 100	25.2	11.1	48.5	31.5	13.8	58.8
100 " " 110	24.9	10.9	59.4	29.4	12.9	71.6
110 " " 120	24.1	10.6	70.0	25.5	11.2	82.8
120 " " 140	35.8	15.7	85.8	25.6	11.2	94.0
140 " " 160	16.7	7.4	93.1	7.9	3.5	97.4
160 " " 180	7.1	3.1	96.2			
180 and over	8.6	3.8	100.0	5.8	2.6	100.0
Total	227.6	100.0	..	228.4	100.0	..
- dollars -						
Median earnings	101.10	..	..	93.60	..	..
Mean earnings	104.90	..	..	95.70	..	..



TABLE 5. PRIVATE FULL-TIME NON-MANAGERIAL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

				Males			Females		
				Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER									
Weekly earnings (\$) -									
Under 50				5.8	0.4	0.4	4.1	0.7	0.7
50 and under	70			4.7	0.4	0.8	4.6	0.7	1.4
70	"	"	80	3.3	0.3	1.1	4.8	0.8	2.2
80	"	"	90	4.8	0.4	1.5	9.4	1.5	3.7
90	"	"	100	9.0	0.7	2.2	14.4	2.3	6.0
100	"	"	110	18.9	1.4	3.6	53.9	8.7	14.7
110	"	"	120	44.4	3.4	7.0	70.0	11.3	26.0
120	"	"	130	101.4	7.8	14.8	115.1	18.6	44.6
130	"	"	140	119.1	9.2	24.0	117.1	18.9	63.5
140	"	"	150	136.5	10.5	34.5	84.0	13.6	77.1
150	"	"	160	134.1	10.3	44.8	53.0	8.6	85.6
160	"	"	170	125.2	9.6	54.4	30.1	4.9	90.6
170	"	"	180	112.6	8.7	63.1	19.6	3.2	93.8
180	"	"	190	92.1	7.1	70.2	13.2	2.1	95.9
190	"	"	200	74.7	5.7	75.9	8.7	1.4	97.3
200	"	"	220	106.5	8.2	84.1	8.8	1.4	98.7
220	"	"	240	61.7	4.7	88.8	4.4	0.7	99.4
240	"	"	260	43.8	3.4	92.1			
260	"	"	280	32.1	2.5	94.6			
280	"	"	300	22.8	1.8	96.3			
300	"	"	350	28.1	2.2	98.5	4.2	0.6	100.0
350	"	"	400	10.5	0.8	99.3			
400 and over				8.8	0.6	100.0			
Total				1,301.0	100.0	..	619.6	100.0	..
- dollars -									
Median earnings				165.50	..	..	132.90	..	..
Mean earnings				176.70	..	..	135.10	..	..
AGED UNDER 21 YEARS									
Weekly earnings (\$) -									
Under 50				4.3	2.5	2.5	5.3	3.1	3.1
50 and under	60			13.2	7.8	10.3	7.9	4.6	7.7
60	"	"	70	18.3	10.8	21.1	24.6	14.2	21.9
70	"	"	80	18.2	10.7	31.8	19.6	11.4	33.3
80	"	"	90	14.1	8.3	40.1	28.7	16.6	49.9
90	"	"	100	20.1	11.8	51.9	24.8	14.4	64.3
100	"	"	110	17.7	10.4	62.3	19.5	11.3	75.6
110	"	"	120	16.9	9.9	72.2	18.7	10.9	86.5
120	"	"	140	24.6	14.4	86.6	16.5	9.6	96.1
140	"	"	160	11.7	6.9	93.5			
160	"	"	180	4.5	2.7	96.2	6.8	3.9	100.0
180 and over				6.6	3.9	100.0			
Total				170.2	100.0	..	172.4	100.0	..
- dollars -									
Median earnings				98.50	..	..	90.10	..	..
Mean earnings				102.80	..	..	92.10	..	..



TABLE 6. GOVERNMENT FULL-TIME NON-MANAGERIAL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) -						
Under 110	12.5	1.7	1.7	12.7	4.6	4.6
110 and under 120	13.7	1.8	3.5	14.4	5.2	9.8
120 " " 130	38.3	5.1	8.6	30.6	11.0	20.8
130 " " 140	61.9	8.3	16.9	37.4	13.4	34.2
140 " " 150	66.8	9.0	25.9	29.1	10.5	44.7
150 " " 160	72.3	9.7	35.6	22.4	8.1	52.8
160 " " 170	67.8	9.1	44.7	22.5	8.1	60.9
170 " " 180	61.2	8.2	52.9	27.8	10.0	70.9
180 " " 190	54.1	7.3	60.2	21.5	7.7	78.6
190 " " 200	43.2	5.8	66.0	11.6	4.2	82.8
200 " " 220	79.9	10.7	76.7	20.6	7.4	90.2
220 " " 240	60.5	8.1	84.8	13.6	4.9	95.1
240 " " 260	41.5	5.6	90.4	13.6	4.9	100.0
260 " " 280	25.9	3.5	93.9			
280 " " 300	21.6	2.9	96.8			
300 and over	24.4	3.3	100.0			
Total	745.8	100.0	..	277.8	100.0	..

— dollars —

Median earnings	176.50	..	..	156.50	..	..
Mean earnings	187.30	..	..	162.90	..	..

#### AGED UNDER 21 YEARS

Weekly earnings (\$) -						
Under 80	10.8	18.7	18.7	9.9	17.7	17.7
80 and under 100	11.5	19.9	38.6	13.5	24.0	41.7
100 " " 120	14.4	25.1	63.7	16.7	29.8	71.5
120 " " 140	11.2	19.6	83.3	16.0	28.5	100.0
140 and over	9.6	16.7	100.0			
Total	57.4	100.0	..	56.0	100.0	..

— dollars —

Median earnings	109.00	..	..	104.80	..	..
Mean earnings	111.00	..	..	106.80	..	..



TABLE 7. FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) -						
Under 100	18.3	1.0	1.0	17.9	2.1	2.1
100 and under 110	46.3	2.4	3.4	53.8	6.4	8.5
110 " " 120	128.7	6.7	10.1	78.0	9.2	17.7
120 " " 130	168.9	8.8	19.0	142.0	16.8	34.5
130 " " 140	193.4	10.1	29.1	151.2	17.9	52.4
140 " " 150	196.8	10.3	39.4	110.3	13.0	65.4
150 " " 160	186.3	9.8	49.1	74.5	8.8	74.2
160 " " 170	168.0	8.8	57.9	52.1	6.2	80.4
170 " " 180	141.8	7.4	65.4	46.9	5.5	86.0
180 " " 190	114.2	6.0	71.3	34.1	4.0	90.0
190 " " 200	180.2	9.4	80.8	19.9	2.4	92.3
200 " " 220	118.1	6.2	86.9	29.2	3.5	95.8
220 " " 240	82.3	4.3	91.2	17.9	2.1	97.9
240 " " 260	56.0	2.9	94.2	7.8	0.9	98.8
260 " " 280	43.0	2.3	96.4	9.9	1.2	100.0
280 " " 300	43.7	2.3	98.7			
300 " " 350	13.4	0.7	99.4			
350 " " 400	11.1	0.6	100.0			
400 and over						
Total	1,910.5	100.0	..	845.3	100.0	..
-- dollars --						
Median earnings	171.00	..	..	138.70	..	..
Mean earnings	183.30	..	..	146.40	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) -						
Under 60	16.1	7.7	7.7	9.7	4.5	4.5
60 and under 70	19.9	9.5	17.2	26.7	12.3	16.8
70 " " 80	21.3	10.2	27.4	23.1	10.6	27.4
80 " " 90	19.2	9.2	36.6	34.0	15.7	43.2
90 " " 100	23.4	11.2	47.8	30.9	14.2	57.4
100 " " 110	22.8	10.9	58.7	29.0	13.4	70.7
110 " " 120	22.2	10.6	69.3	25.2	11.6	82.4
120 " " 140	33.9	16.2	85.5	24.8	11.4	93.8
140 " " 160	15.7	7.5	93.0			
160 " " 180	7.0	3.3	96.3	13.5	6.2	100.0
180 and over	7.7	3.7	100.0			
Total	209.1	100.0	..	216.8	100.0	..
-- dollars --						
Median earnings	102.00	..	..	94.80	..	..
Mean earnings	105.70	..	..	97.00	..	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.



TABLE 8. FULL-TIME NON-MANAGERIAL EMPLOYEES, AGED 21 YEARS AND OVER  
PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, STATES, MAY 1976

	New South Wales				Victoria			
	Males		Females		Males		Females	
	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total
Weekly earnings (\$) -								
Under 120	18.3	2.7	53.0	16.2	16.1	3.0	49.7	19.9
120 and under 130	43.0	9.0	60.4	34.7	31.9	9.1	31.1	32.4
130 " " 140	56.6	17.3	66.2	54.9	44.2	17.4	41.4	48.9
140 " " 150	166.6	27.1	44.5	68.5	52.2	27.2	37.7	64.1
150 " " 160	72.1	37.6	28.5	77.2	52.7	37.2	26.3	74.6
160 " " 170	68.1	47.6	19.5	83.2	56.2	47.8	16.4	81.2
170 " " 180	62.7	56.8	15.4	87.9	46.1	56.4	12.8	86.3
180 " " 190	54.5	64.8	12.1	91.6	40.0	64.0	11.2	90.8
190 " " 200	42.6	71.1	6.7	93.7	33.3	70.3	13.7	96.3
200 " " 220	63.8	80.4	9.4	96.5	52.9	80.2		
220 " " 240	42.0	86.6			34.4	86.7		
240 " " 260	30.2	91.0			24.9	91.4		
260 " " 280	22.2	94.3	11.3	100.0	15.2	94.3	9.3	100.0
280 " " 300	13.6	96.3			13.2	96.7		
300 " " 350	14.5	98.4			17.3	100.0		
350 and over	10.9	100.0						
Total	681.8	..	326.9	..	530.8	..	249.7	..
- dollars -								
Median earnings	172.60	..	137.60	..	172.60	..	142.20	..
Mean earnings	182.10	..	144.50	..	184.20	..	146.30	..
	Queensland				South Australia			
	Males		Females		Males		Females	
	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total
Weekly earnings (\$) -								
Under 120	12.8	5.0	16.7	17.7	22.1	12.0	13.3	18.4
120 and under 130	20.3	13.0	19.2	38.0			12.9	36.3
130 " " 140	28.3	24.1	16.9	55.9	18.8	22.3	11.5	52.2
140 " " 150	25.8	34.2	10.0	66.5	21.7	34.1	8.3	63.8
150 " " 160	28.2	45.3			21.1	45.5		
160 " " 170	19.8	53.1	11.6	78.8	17.6	55.1	9.6	77.1
170 " " 180	21.6	61.5			15.6	63.6		
180 " " 190	16.5	68.0	10.5	89.8	12.3	70.3	9.2	89.8
190 " " 200	14.8	73.8			9.9	75.7		
200 " " 220	21.5	82.2			15.9	84.3		
220 " " 240	14.9	88.1	9.6	100.0	11.5	90.6	7.4	100.0
240 " " 280	15.3	94.1			9.8	95.9		
280 and over	15.1	100.0			7.5	100.0		
Total	254.8	..	94.5	..	183.9	..	72.2	..
- dollars -								
Median earnings	166.00	..	136.70	..	164.70	..	138.60	..
Mean earnings	179.50	..	146.10	..	175.70	..	148.20	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.



TABLE 8. FULL-TIME NON-MANAGERIAL EMPLOYEES, AGED 21 YEARS AND OVER  
PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, STATES, 1976 - continued

	Western Australia				Tasmania			
	Males		Females		Males		Females	
	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total	Number ( <sup>'000</sup> )	Cumulative per cent of total
Weekly earnings (\$) -								
Under 120								
120 and under 130	17.6	11.4	12.1	21.1	8.5	13.9	8.9	47.0
130 " " 140	13.4	20.2	11.9	41.9				
140 " " 150	16.9	31.1	8.7	57.1	12.3	34.0		
150 " " 160	13.2	39.7	8.9	72.6				
160 " " 170	15.1	49.5	7.4	85.6	13.0	55.3		
170 " " 180	12.3	57.5			9.8	71.3		
180 " " 190	10.7	64.5			8.3	84.9	10.0	100.0
190 " " 200	8.2	69.8						
200 " " 220	16.4	80.5	8.3	100.0				
220 " " 240	8.3	85.9						
240 " " 280	11.1	93.1			9.3	100.0		
280 and over	10.6	100.0						
Total	153.9	..	57.3	..	61.2	..	18.9	..
- dollars -								
Median earnings	170.50	..	135.30	..	165.00	..	143.10	..
Mean earnings	183.80	..	145.10	..	176.00	..	152.80	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.

TABLE 9. COMPOSITION OF AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES, INDUSTRIES, MAY 1976  
(\$)

Industry	Males				Females			
	Ordinary time			Total	Ordinary time			Total
	Overtime	Award or agreed base rate of pay (a)	Payment by measured result and other pay (a)		Overtime	Award or agreed base rate of pay (a)	Payment by measured result and other pay (a)	
Manufacturing -								
Food, beverages and tobacco	18.00	137.50	13.30	168.80	4.80	109.40	*	118.60
Textiles; clothing and footwear	13.80	138.20	13.30	165.30	2.40	98.50	*	112.70
Paper, printing, etc.	14.20	154.50	12.00	180.80	*	113.20	*	121.50
Chemical, petroleum and coal products	15.80	173.80	8.90	198.40	4.10	129.00	*	138.10
Metal products, machinery and equipment -								
Basic metal products	19.00	145.10	19.80	183.80	*	128.20	*	142.50
Fabricated metal products; other machinery, etc.	15.50	135.00	16.80	167.30	3.90	107.90	8.50	120.30
Transport equipment	14.30	143.50	*	165.60	*	116.00	*	129.70
Total metal products, etc.	15.90	139.70	14.70	170.20	4.50	111.10	8.20	123.90
Other	19.60	135.70	11.90	166.70	*	106.60	4.90	114.60
Total manufacturing	16.60	141.70	13.40	171.70	3.70	107.80	7.70	119.30
Non-manufacturing -								
Mining	44.90	176.70	30.40	252.00	*	127.70	*	139.20
Electricity, gas and water	10.70	180.90	*	194.90	*	130.60	*	134.20
Construction	16.00	159.20	4.80	180.00	*	112.20	*	115.90
Wholesale trade	8.10	151.20	10.60	169.90	2.10	112.30	*	119.60
Retail trade	6.20	119.70	11.00	136.90	1.50	87.70	1.90	91.10
Transport and storage; communication	17.20	171.10	*	191.00	3.00	130.20	*	135.00
Finance, business services	*	173.50	*	185.80	*	113.70	2.80	117.40
Public administration and defence; community services	5.80	206.00	*	213.20	1.70	141.30	*	143.70
Other	8.30	119.50	*	130.70	*	87.90	*	91.80
Total non-manufacturing	10.90	116.60	6.20	183.80	1.80	118.50	1.70	122.00
Total all industries	12.70	158.70	8.50	179.90	2.20	116.20	3.00	121.40

(a) See definitions, page 4.

\* Subject to sampling variability too high for most practical uses.



TABLE 10. COMPOSITION OF AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES, STATES AND TERRITORIES, MAY 1976  
(\$)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
MALES									
Overtime	12.90	12.60	12.50	10.20	16.80	9.40	*	*	12.70
Ordinary time – Award or agreed base rate of pay (a)	159.30	159.70	153.90	152.30	156.20	158.20	177.50	208.50	158.70
Payment by measured result and other pay (a)	9.50	9.20	6.20	7.40	8.40	*	*	*	8.50
<b>Total</b>	<b>181.70</b>	<b>181.50</b>	<b>172.50</b>	<b>169.90</b>	<b>181.40</b>	<b>174.60</b>	<b>206.90</b>	<b>219.40</b>	<b>179.90</b>
FEMALES									
Overtime	2.30	2.50	1.50	2.00	2.00	*	*	*	2.20
Ordinary time – Award or agreed base rate of pay (a)	115.70	116.70	115.70	113.30	111.10	118.00	145.20	141.20	116.20
Payment by measured result and other pay (a)	3.20	*	*	*	1.10	*	*	*	3.00
<b>Total</b>	<b>121.20</b>	<b>123.60</b>	<b>118.70</b>	<b>118.00</b>	<b>114.20</b>	<b>121.50</b>	<b>150.30</b>	<b>145.10</b>	<b>121.40</b>
PERSONS									
Overtime	9.20	9.10	9.00	7.40	11.90	7.20	*	*	9.10
Ordinary time – Award or agreed base rate of pay (a)	144.00	144.70	141.70	138.70	141.20	146.40	167.40	182.60	144.10
Payment by measured result and other pay (a)	7.30	7.50	4.70	5.80	5.90	*	*	*	6.60
<b>Total</b>	<b>160.50</b>	<b>161.20</b>	<b>155.40</b>	<b>151.80</b>	<b>159.00</b>	<b>159.10</b>	<b>189.20</b>	<b>190.80</b>	<b>159.80</b>

(a) See definitions, page 4.

\* Subject to sampling variability too high for most practical uses.

TABLE 11. COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES  
INDUSTRIES, MAY 1976  
(\$)

AGED 21 YEARS AND OVER										
Industry	Males				Females				AGED UNDER 21 YEARS	
	Over-time	Ordinary time			Over-time	Ordinary time				
		Award or agreed base rate of pay (a)	Payment by measured result and other pay (a)	Total		Award or agreed base rate of pay (a)	Payment by measured agreed and other pay (a)	Total		
	Total	Total	Total	Total	Total	Total	Total	Total	Males	Females
Manufacturing –										
Food, beverages and tobacco	20.50	133.40	15.50	169.50	*	119.30	*	129.80	116.40	93.30
Textiles; clothing and footwear	16.70	129.50	16.00	162.20	2.70	104.90	*	120.20	98.30	85.20
Paper, printing, etc.	17.40	152.80	14.70	184.80	*	125.80	6.10	136.80	111.30	89.80
Chemical, petroleum and coal products	18.60	158.50	10.40	187.60	4.60	130.80	*	140.70	122.80	103.90
Metal products, machinery and equipment –										
Basic metal products	21.70	142.40	21.70	185.80	*	132.00	*	147.70	107.10	104.20
Fabricated metal products; other machinery, etc.	18.80	129.80	20.00	168.50	4.20	113.40	9.30	126.90	92.80	95.60
Transport equipment	16.00	142.70	*	167.10	*	120.30	*	135.10	101.70	112.60
Total metal products, etc.	18.50	136.60	16.80	171.80	4.90	116.30	9.00	130.20	98.10	99.30
Other	23.60	132.60	13.90	170.00	*	113.80	5.50	123.20	98.50	87.10
Total manufacturing	19.50	137.60	15.50	172.60	4.20	114.80	8.50	127.60	102.50	91.10
Non-manufacturing –										
Mining	48.80	169.50	33.00	251.20	*	137.00	*	149.90	174.30	106.50
Electricity, gas and water	11.90	175.00	*	190.60	*	155.70	*	160.50	105.30	102.80
Construction	18.50	156.90	5.40	180.80	*	134.00	*	139.80	116.60	90.90
Wholesale trade	10.40	140.30	13.30	164.00	2.70	127.50	*	135.60	98.90	90.80
Retail trade	8.70	130.80	15.30	154.80	2.10	124.20	3.40	129.70	92.70	81.60
Transport and storage; communication	19.90	169.20	*	191.60	*	144.30	*	149.30	109.90	105.60
Finance, business services	4.80	161.60	*	176.10	*	138.90	*	143.80	99.30	95.20
Public administration and defence; community services	6.40	188.50	1.30	197.20	*	160.40	*	162.80	116.70	110.00
Other	14.10	144.10	4.60	162.70	*	126.60	*	133.30	112.20	89.40
Total non-manufacturing	13.90	163.70	7.10	184.70	2.30	145.60	2.10	149.90	106.10	96.50
Total all industries	15.80	154.80	10.00	180.60	2.80	137.10	3.90	143.70	104.90	95.70



TABLE 12. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS, PRIVATE FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER, INDUSTRIES, AUSTRALIA, MAY 1976  
(\$)

Industry	Males			Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total
Manufacturing —						
Food, beverages and tobacco	20.70	149.00	169.70	*	124.40	129.80
Textiles; clothing and footwear	16.80	145.40	162.20	2.70	117.30	120.00
Paper, printing, etc.	17.30	167.90	185.20	*	132.00	136.70
Chemical, petroleum and coal products	21.70	167.90	189.60	5.10	134.40	139.50
Metal products, machinery and equipment —						
Basic metal products	21.70	164.20	185.90	*	143.30	147.70
Fabricated metal products; other machinery, etc.	19.10	149.60	168.70	4.20	122.60	126.80
Transport equipment	18.30	151.80	170.10	7.10	125.60	132.70
Total metal products, etc.	19.50	153.60	173.10	4.70	125.00	129.70
Other	23.90	146.30	170.20	*	119.10	122.90
Total manufacturing	20.20	153.00	173.30	4.20	122.90	127.10
Non-manufacturing —						
Mining	49.50	201.20	250.70	*	145.50	150.30
Electricity, gas and water	*	160.70	173.90	*	144.10	144.10
Construction	27.60	173.00	200.60	*	136.10	138.90
Wholesale trade	10.40	153.50	163.90	2.70	132.90	135.60
Retail trade	8.70	146.10	154.80	2.10	127.50	129.70
Transport and storage; communication	33.60	167.20	200.80	*	144.60	146.80
Finance, business service	*	168.90	174.10	*	142.10	143.10
Public administration and defence; community services	12.50	159.10	171.60	2.20	151.20	153.40
Other	17.20	145.30	162.50	*	125.40	131.40
Total non-manufacturing	18.30	161.80	180.10	2.50	137.80	140.30
Total all industries	19.30	157.50	176.70	3.20	132.00	135.10

\* Subject to sampling variability too high for most practical uses.

TABLE 13. COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES MAY 1976  
(\$)

	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AGED 21 YEARS AND OVER									
Males									
Overtime	16.20	16.10	15.00	12.40	20.20	11.20	*	9.90	15.80
Ordinary time —									
Award or agreed base of rate of pay (a)	154.70	153.90	155.10	151.90	153.60	154.50	172.50	187.70	154.80
Payment by measured result and other pay (a)	11.50	10.70	7.30	8.70	8.80	*	*	*	10.00
Total	182.40	180.70	177.30	172.90	182.60	174.10	206.70	200.80	180.60
Females									
Overtime	2.90	2.90	*	2.80	*	*	*	*	2.80
Ordinary time —									
Award or agreed base rate of pay (a)	135.40	134.70	140.30	137.90	139.10	145.70	159.00	155.10	137.10
Payment by measured result and other pay (a)	4.10	*	*	*	1.30	*	*	*	3.90
Total	142.40	142.90	144.50	144.60	142.80	150.10	165.00	159.40	143.70
AGED UNDER 21 YEARS									
Males									
Overtime	5.50	4.90	6.80	5.30	*	*	*	*	5.90
Ordinary time —									
Award or agreed base rate of pay (a)	95.50	95.40	96.50	91.10	92.90	97.80	102.70	109.10	95.30
Payment by measured result and other pay (a)	4.20	4.20	2.60	*	*	*	*	*	3.70
Total	105.10	104.50	105.90	99.30	106.30	105.20	112.40	121.60	104.90
Females									
Overtime	1.60	1.80	*	*	*	*	*	*	1.60
Ordinary time —									
Award or agreed base rate of pay (a)	93.20	94.70	89.00	92.30	88.10	86.40	97.60	112.10	92.40
Payment by measured result and other pay (a)	2.30	2.00	*	*	*	*	*	*	1.60
Total	97.10	98.50	90.70	95.30	90.50	88.70	100.30	115.70	95.70

(a) See definitions, page 4.

\*Subject to sampling variability too high for most practical uses.



TABLE 14. AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES INDUSTRIES, MAY 1976

Industry	AGED 21 YEARS AND OVER						AGED UNDER 21 YEARS	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing —								
Food, beverages and tobacco	3.5	38.8	42.3	*	37.6	38.7	41.1	38.5
Textiles; clothing and footwear	3.2	39.1	42.4	0.6	37.7	38.3	40.5	38.6
Paper, printing, etc.	2.7	39.3	42.0	*	38.6	39.5	41.6	39.4
Chemical, petroleum and coal products	2.8	38.4	41.2	0.8	38.3	39.2	40.4	37.8
Metal products, machinery and equipment —								
Basic metal products	3.6	39.0	42.6	*	38.6	39.4	39.5	39.6
Fabricated metal products; other machinery, etc.	3.3	39.1	42.3	0.9	38.3	39.2	40.0	39.8
Transport equipment	2.5	38.2	40.7	*	37.7	39.2	38.4	40.2
Total metal products, etc.	3.1	38.8	41.9	1.0	38.2	39.2	39.4	39.8
Other	4.1	39.1	43.1	*	38.2	39.0	40.4	37.2
Total manufacturing	3.3	38.9	42.2	0.9	38.0	38.9	40.1	38.7
Non-manufacturing —								
Mining	6.6	37.2	43.8	*	36.7	37.5	43.8	37.6
Electricity, gas and water	1.7	39.0	40.7	*	37.3	38.0	38.8	36.8
Construction	2.8	39.1	41.8	*	36.9	37.3	40.3	37.8
Wholesale trade	1.8	38.7	40.5	0.5	37.6	38.1	40.9	38.7
Retail trade	1.7	39.7	41.4	0.4	38.9	39.3	41.1	39.5
Transport and storage; communication	3.0	38.5	41.5	*	37.2	37.7	39.2	37.9
Finance, business services	*	38.6	39.4	*	37.4	37.6	38.9	38.2
Public administration and defence; community services	0.9	38.1	39.0	*	37.2	37.5	38.2	38.2
Other	2.5	39.4	41.9	*	37.3	38.3	42.1	37.8
Total non-manufacturing	2.1	38.6	40.8	0.4	37.5	37.9	40.1	38.5
Total all industries	2.5	38.7	41.2	0.5	37.6	38.2	40.1	38.5

\* Subject to sampling variability too high for most practical uses.

TABLE 15. AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, MAY 1976

State or Territory	Males			Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total
AGED 21 YEARS AND OVER						
New South Wales	2.5	38.6	41.1	0.5	37.4	38.0
Victoria	2.6	38.8	41.4	0.6	37.8	38.4
Queensland	2.3	38.7	41.0	*	38.1	38.4
South Australia	2.1	38.9	41.0	0.5	37.5	38.1
Western Australia	3.2	38.8	42.0	*	38.0	38.4
Tasmania	1.8	39.1	40.9	*	37.7	38.2
Northern Territory	*	38.6	42.7	*	37.5	38.4
Australian Capital Territory	1.6	38.1	39.7	*	36.4	37.1
Australia	2.5	38.7	41.2	0.5	37.6	38.2
AGED UNDER 21 YEARS						
New South Wales	1.3	38.6	39.9	0.4	37.9	38.3
Victoria	1.2	38.6	39.8	*	38.1	38.6
Queensland	1.5	38.9	40.4	*	38.3	38.6
South Australia	1.5	39.0	40.5	*	38.5	38.9
Western Australia	*	38.8	40.9	*	38.2	38.8
Tasmania	*	39.1	40.1	*	39.0	39.3
Northern Territory	*	37.6	39.4	*	34.0	34.6
Australian Capital Territory	*	39.4	41.1	*	36.7	37.4
Australia	1.4	38.7	40.1	0.4	38.1	38.5

\* Subject to sampling variability too high for most practical uses.



TABLE 16. AVERAGE HOURLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES  
INDUSTRIES, MAY 1976  
(\$)

Industry	Males			Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total
AGED 21 YEARS AND OVER						
Manufacturing –						
Food, beverages and tobacco	5.88	3.84	4.01	4.91	3.31	3.35
Textiles; clothing and footwear	5.18	3.72	3.83	4.62	3.12	3.14
Paper, printing, etc.	6.54	4.26	4.40	5.13	3.42	3.46
Chemical, petroleum and coal products	6.62	4.40	4.55	5.49	3.55	3.59
Metal products, machinery and equipment –						
Basic metal products	6.07	4.20	4.36	5.23	3.72	3.75
Fabricated metal products; other machinery, etc.	5.74	3.84	3.98	4.62	3.21	3.24
Transport equipment	6.33	3.95	4.10	5.37	3.37	3.45
Total metal products, etc.	5.97	3.95	4.10	4.87	3.28	3.32
Other	5.80	3.75	3.94	4.61	3.12	3.16
Total manufacturing	5.95	3.94	4.09	4.85	3.25	3.28
Non-manufacturing –						
Mining	7.43	5.44	5.74	6.07	3.95	4.00
Electricity, gas and water	7.06	4.58	4.68	5.98	4.20	4.23
Construction	6.72	4.15	4.32	5.40	3.73	3.74
Wholesale trade	5.91	3.97	4.05	5.21	3.54	3.56
Retail trade	5.21	3.68	3.74	4.98	3.28	3.30
Transport and storage; communication	6.55	4.46	4.62	5.89	3.93	3.96
Finance, business services	6.37	4.44	4.47	5.74	3.81	3.82
Public administration and defence; community services	6.78	5.02	5.06	6.31	4.33	4.34
Other	5.63	3.77	3.89	5.15	3.43	3.48
Total non-manufacturing	6.54	4.42	4.53	5.67	3.94	3.95
Total all industries	6.28	4.26	4.38	5.30	3.74	3.77
AGED UNDER 21 YEARS						
Manufacturing –						
Food, beverages and tobacco	4.43	2.71	2.83	3.69	2.40	2.43
Textiles, clothing and footwear	3.52	2.38	2.43	3.34	2.20	2.21
Paper, printing, etc.	4.56	2.58	2.68	*	2.27	2.28
Chemical, petroleum and coal products	5.62	2.90	3.04	4.09	2.74	2.75
Metal products, machinery and equipment –						
Basic metal products	4.81	2.66	2.71	4.80	2.61	2.63
Fabricated metal products; other machinery, etc.	4.06	2.26	*	3.59	2.37	2.40
Transport equipment	4.73	2.59	2.65	4.61	2.74	2.80
Total metal products, etc.	4.33	2.43	2.47	3.85	2.46	2.49
Other	4.26	2.37	2.44	*	2.32	2.34
Total manufacturing	4.37	2.48	2.56	3.77	2.33	2.35
Non-manufacturing –						
Mining	5.66	3.71	3.98	4.66	2.76	2.83
Electricity, gas and water	4.80	2.69	2.71	4.10	2.77	2.79
Construction	4.66	2.84	2.89	*	2.41	2.41
Wholesale trade	3.62	2.37	2.42	3.46	2.33	2.35
Retail trade	3.68	2.20	2.25	3.13	2.05	2.07
Transport and storage; communication	4.09	2.77	2.81	3.77	2.77	2.79
Finance, business services	3.98	2.54	2.56	3.55	2.48	2.49
Public administration and defence; community services	4.99	3.02	3.05	4.75	2.86	2.88
Other	3.86	2.59	2.67	*	2.35	2.36
Total non-manufacturing	4.20	2.59	2.64	3.73	2.49	2.51
Total all industries	4.27	2.55	2.61	3.74	2.47	2.48

\* Subject to sampling variability too high for most practical uses.



TABLE 17. AVERAGE HOURLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, MAY 1976  
(\$)

State or Territory	Males			Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total
AGED 21 YEARS AND OVER						
New South Wales	6.41	4.30	4.43	5.27	3.73	3.75
Victoria	6.13	4.25	4.37	5.26	3.70	3.72
Queensland	6.40	4.20	4.32	5.38	3.74	3.76
South Australia	5.99	4.13	4.22	5.31	3.78	3.80
Western Australia	6.25	4.18	4.34	5.28	3.70	3.72
Tasmania	6.38	4.16	4.26	5.49	3.91	3.93
Northern Territory	6.43	4.66	4.84	5.84	4.25	4.29
Australian Capital Territory	6.25	5.01	5.05	5.48	4.28	4.30
Australia	6.28	4.26	4.38	5.30	3.74	3.77
AGED UNDER 21 YEARS						
New South Wales	4.23	2.58	2.63	3.67	2.52	2.53
Victoria	4.18	2.58	2.63	3.95	2.54	2.55
Queensland	4.56	2.55	2.62	3.80	2.34	2.35
South Australia	3.63	2.41	2.45	3.52	2.43	2.45
Western Australia	4.51	2.49	2.60	3.34	2.32	2.34
Tasmania	4.59	2.57	2.62	4.06	2.24	2.26
Northern Territory	4.42	2.78	2.85	4.18	2.88	2.90
Australian Capital Territory	4.33	2.91	2.96	*	3.06	3.09
Australia	4.27	2.55	2.61	3.74	2.47	2.48

TABLE 18. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES  
INDUSTRIES, MAY 1976  
(\$)

Industry	Private employees			Government employees			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Manufacturing –									
Food, beverages and tobacco	169.60	118.60	155.40	158.00	124.00	156.20	168.80	118.60	155.50
Textiles; clothing and footwear	165.30	112.50	130.20	*	141.50	143.40	165.30	112.70	130.30
Paper, printing, etc.	180.90	120.80	165.40	178.00	132.50	165.00	180.80	121.50	165.40
Chemical, petroleum and coal products	200.70	137.00	184.90	185.10	145.20	175.60	198.40	138.10	183.60
Metal products, machinery and equipment –									
Basic metal products	183.80	142.50	180.50	*	*	*	183.80	142.50	180.50
Fabricated metal products; other machinery, etc.	167.50	120.20	155.70	155.50	139.50	154.20	167.30	120.30	155.70
Transport equipment	169.90	128.30	163.60	154.00	150.00	153.90	165.60	129.70	161.30
Total metal products, etc.	171.80	123.50	162.50	154.30	147.90	154.00	170.20	123.90	161.90
Other	166.80	114.40	154.90	160.80	*	160.60	166.70	114.60	155.00
Total manufacturing	172.50	118.80	157.70	160.30	141.30	158.50	171.70	119.30	157.70
Non-manufacturing –									
Mining	251.70	140.30	243.70	255.50	*	251.10	252.00	139.20	244.20
Electricity, gas and water	176.60	123.60	169.90	196.00	135.10	190.70	194.90	134.20	189.40
Construction	194.70	120.30	188.90	166.10	107.40	163.80	180.00	115.90	176.20
Wholesale trade	169.90	119.60	155.80	215.50	*	196.00	169.90	119.60	115.80
Retail trade	136.80	91.10	114.40	147.60	104.70	129.90	136.90	91.10	114.40
Transport and storage; communication	199.30	130.10	184.40	187.30	138.50	180.00	191.00	135.00	181.40
Finance, business services	185.40	117.70	153.90	188.10	115.60	156.40	185.80	117.40	154.30
Public administration and defence; community services	196.70	131.30	146.00	215.30	150.70	186.70	213.20	143.70	176.90
Other	124.40	89.60	107.30	166.20	102.80	132.90	130.70	91.80	111.40
Total non-manufacturing	172.60	110.20	146.60	197.10	143.90	180.40	183.80	122.00	160.70
Total all industries	172.50	112.80	150.90	194.70	143.90	179.30	179.90	121.40	159.80

\* Subject to sampling variability too high for most practical uses.



TABLE 19. AVERAGE EARNINGS AND HOURS, PRIVATE FULL-TIME NON-MANAGERIAL EMPLOYEES  
INDUSTRIES, MAY 1976

Industry	Average weekly earnings (\$)			Average weekly hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
AGED 21 YEARS AND OVER									
Manufacturing —									
Food, beverages and tobacco	169.70	129.80	159.10	42.4	38.7	41.4	4.01	3.35	3.84
Textiles; clothing and footwear	162.20	120.00	134.20	42.4	38.2	39.6	3.83	3.14	3.39
Paper, printing, etc.	185.20	136.70	173.40	42.0	39.5	41.4	4.41	3.46	4.19
Chemical, petroleum and coal products	189.60	139.50	176.30	41.7	39.1	41.0	4.55	3.56	4.30
Metal products, machinery and equipment —									
Basic metal products	185.90	147.70	182.80	42.6	39.4	42.3	4.36	3.75	4.32
Fabricated metal products; other machinery, etc.	168.70	126.80	157.90	42.4	39.2	41.6	3.98	3.24	3.80
Transport equipment	170.10	132.70	164.50	40.9	39.2	40.6	4.16	3.39	4.05
Total metal products, etc.	173.10	129.70	164.70	42.1	39.2	41.5	4.12	3.31	3.97
Other	170.20	122.90	159.70	43.2	39.0	42.3	3.94	3.15	3.78
Total manufacturing	173.30	127.10	160.70	42.3	38.8	41.4	4.10	3.27	3.89
Non-manufacturing —									
Mining	250.70	150.30	244.10	43.9	37.5	43.5	5.71	4.01	5.61
Electricity, gas and water	173.90	144.10	171.00	41.5	38.2	41.2	4.19	3.77	4.15
Construction	200.60	138.90	196.30	43.0	37.7	42.6	4.67	3.68	4.61
Wholesale trade	163.90	135.60	156.20	40.5	38.1	39.8	4.05	3.56	3.92
Retail trade	154.80	129.70	144.20	41.4	39.3	40.5	3.74	3.30	3.56
Transport and storage; communication	200.80	146.80	189.80	43.4	38.6	42.4	4.63	3.80	4.48
Finance, business services	174.10	143.10	159.80	39.5	37.5	38.6	4.41	3.82	4.14
Public administration and defence; community services	171.60	153.40	157.50	41.2	38.9	39.4	4.16	3.95	4.00
Other	162.50	141.40	148.30	42.6	39.3	41.1	3.81	3.34	3.61
Total non-manufacturing	180.10	140.30	165.60	41.7	38.6	40.6	4.32	3.63	4.08
Total all industries	176.70	135.10	163.30	42.0	38.7	40.9	4.21	3.49	3.99
AGED UNDER 21 YEARS									
Manufacturing —									
Food, beverages and tobacco	117.80	93.00	110.00	41.3	38.5	40.4	2.85	2.41	2.72
Textiles; clothing and footwear	98.30	85.30	87.80	40.5	38.6	39.0	2.43	2.21	2.25
Paper, printing, etc.	110.70	89.50	103.20	41.7	39.4	40.9	2.65	2.27	2.52
Chemical, petroleum and coal products	124.80	102.70	115.10	40.5	37.7	39.3	3.08	2.72	2.93
Metal products, machinery and equipment —									
Basic metal products	107.10	104.20	106.90	39.5	39.6	39.5	2.71	2.63	2.70
Fabricated metal products; other machinery, etc.	92.50	95.60	93.20	40.0	39.8	39.9	2.31	2.40	2.33
Transport equipment	103.20	116.50	105.10	38.6	40.6	38.9	2.67	2.87	2.70
Total metal products etc.	97.90	99.60	98.20	39.6	39.9	39.7	2.47	2.50	2.48
Other	98.50	87.10	95.40	40.4	37.2	39.6	2.44	2.34	2.41
Total manufacturing	102.60	91.00	98.80	40.3	38.7	39.8	2.55	2.35	2.49
Non-manufacturing —									
Mining	175.00	104.70	164.00	44.2	37.9	43.2	3.96	2.76	3.80
Electricity, gas and water	102.80	*	92.80	40.1	*	39.5	2.56	*	2.35
Construction	117.50	86.60	114.70	40.6	39.2	40.5	2.89	2.21	2.83
Wholesale trade	98.90	90.80	95.30	40.9	38.7	40.0	2.42	2.35	2.39
Retail trade	92.70	81.60	86.60	41.1	39.5	40.2	2.25	2.07	2.15
Transport and storage; communication	110.50	96.60	102.20	41.0	38.3	39.4	2.69	2.52	2.59
Finance, business services	98.80	94.90	95.80	39.0	38.2	38.4	2.53	2.49	2.50
Public administration and defence; community services	113.90	109.30	109.60	39.5	39.3	39.3	2.88	2.78	2.79
Other	110.50	89.00	100.00	42.2	37.9	40.1	2.62	2.35	2.50
Total non-manufacturing	102.90	92.30	96.70	40.9	38.9	39.7	2.52	2.37	2.44
Total all industries	102.80	92.10	97.40	40.6	38.9	39.7	2.53	2.37	2.45

\* Subject to sampling variability too high for most practical uses.



TABLE 20. AVERAGE EARNINGS AND HOURS, GOVERNMENT FULL-TIME NON-MANAGERIAL EMPLOYEES  
INDUSTRIES, MAY 1976

Industry	Average weekly earnings (\$)			Average weekly hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
AGED 21 YEARS AND OVER									
Manufacturing –									
Food, beverages and tobacco	166.20	127.50	164.20	41.5	38.5	41.4	4.00	3.31	3.97
Textiles; clothing and footwear	*	147.80	149.10	*	41.4	41.1	*	3.57	3.62
Paper, printing, etc.	178.70	138.50	167.40	41.5	40.1	41.1	4.30	3.45	4.07
Chemical, petroleum and coal products	177.30	147.70	170.00	39.1	39.5	39.2	4.53	3.74	4.34
Metal products, machinery and equipment –									
Fabricated metal products; other									
machinery, etc.	161.00	139.50	159.00	38.4	37.9	38.4	4.19	3.69	4.14
Transport equipment	158.90	172.40	159.30	40.3	39.6	40.3	3.94	4.35	3.95
Total metal products, etc. (a)	159.10	164.50	159.30	40.2	39.2	40.2	3.96	4.20	3.97
Other	163.50	*	163.50	40.7	*	40.6	4.02	*	4.03
Total manufacturing	163.90	148.00	162.30	40.4	39.7	40.3	4.06	3.73	4.03
Non-manufacturing –									
Mining	258.00	*	256.40	41.6	*	41.5	6.21	*	6.17
Electricity, gas and water	191.60	162.20	189.80	40.7	37.9	40.5	4.71	4.27	4.69
Construction	164.70	142.70	164.30	40.9	36.3	40.8	4.03	3.93	4.03
Wholesale trade	200.90	*	192.50	39.5	*	39.0	5.08	*	4.94
Retail trade	163.20	135.30	152.90	39.9	37.3	38.9	4.09	3.63	3.93
Transport and storage; communication	187.90	151.00	182.90	40.8	37.2	40.3	4.61	4.06	4.54
Finance, business services	183.50	148.20	172.00	38.8	38.4	38.6	4.73	3.86	4.45
Public administration and defence;									
community services	199.70	167.10	185.70	38.8	36.9	38.0	5.15	4.53	4.89
Other	163.50	139.80	153.20	39.6	35.0	37.6	4.12	3.99	4.07
Total non-manufacturing	189.00	163.20	181.70	39.9	36.9	39.1	4.74	4.42	4.65
Total all industries	187.30	162.90	180.70	39.9	37.0	39.1	4.69	4.41	4.62
AGED UNDER 21 YEARS									
Manufacturing –									
Food, beverages and tobacco	101.60	*	102.30	38.6	*	38.3	2.64	*	2.67
Paper, printing, etc.	124.90	*	115.00	37.7	*	38.1	3.31	*	3.02
Chemical, petroleum and coal products	*	*	112.40	*	*	40.0	*	*	2.81
Metal products, machinery and equipment –									
Fabricated metal products; other									
machinery, etc.	107.70	*	107.90	39.8	*	39.8	2.71	*	2.71
Transport equipment	98.70	*	98.10	38.0	*	38.0	2.60	*	2.58
Total metal products, etc. (a)	99.50	*	98.90	38.2	*	38.2	2.61	*	2.59
Total manufacturing (b)	101.30	96.10	100.90	38.3	38.1	38.3	2.65	2.52	2.64
Non-manufacturing –									
Mining	169.10	*	163.50	41.0	*	40.3	4.13	*	4.06
Electricity, gas and water	105.40	104.40	105.10	38.8	36.7	38.1	2.72	2.84	2.76
Construction	115.10	94.30	111.40	39.8	36.7	39.3	2.89	2.57	2.84
Transport and storage; communication	109.80	114.60	110.90	38.8	37.5	38.5	2.83	3.06	2.88
Finance, business services	100.70	96.10	97.50	38.6	38.4	38.4	2.61	2.50	2.54
Public administration and defence;									
community services	117.00	110.50	112.60	38.0	37.4	37.6	3.08	2.95	2.99
Other (c)	123.30	93.60	112.10	41.0	37.1	35.3	3.00	2.52	2.83
Total non-manufacturing	112.20	106.90	109.40	38.8	37.6	38.1	2.89	2.85	2.87
Total all industries	111.00	106.80	109.00	38.7	37.6	38.2	2.87	2.84	2.86

(a) Includes basic metal products, not shown separately. (b) Includes textiles; clothing, footwear; and other manufacturing, not shown separately. (c) Includes wholesale and retail trade, not shown separately.

\* Subject to sampling variability too high for most practical uses.



TABLE 21. AVERAGE OVERTIME EARNINGS AND HOURS  
FULL-TIME NON-MANAGERIAL EMPLOYEES WHO RECEIVED OVERTIME PAY  
INDUSTRIES, MAY 1976

Industry	Average weekly overtime earnings (\$)		Average weekly overtime hours paid for		Average hourly overtime earnings (\$)	
	Males	Females	Males	Females	Males	Females
AGED 21 YEARS AND OVER						
Manufacturing –						
Food, beverages and tobacco	45.00	21.80	7.7	4.4	5.88	4.91
Textiles; clothing and footwear	44.60	26.80	8.6	5.8	5.18	4.62
Paper, printing, etc.	45.80	33.10	7.0	6.5	6.54	5.13
Chemical, petroleum and coal products	57.30	*	8.7	*	6.62	5.49
Metal products, machinery and equipment –						
Basic metal products	49.70	*	8.2	*	6.07	5.23
Fabricated metal products; other machinery, etc.	45.00	24.00	7.8	5.2	5.74	4.62
Transport equipment	47.00	32.40	7.4	6.0	6.33	5.37
Total metal products, etc.	46.60	26.20	7.8	5.4	5.97	4.87
Other	51.20	26.60	8.8	5.8	5.80	4.61
Total manufacturing	47.50	26.10	8.0	5.4	5.95	4.85
Non-manufacturing –						
Mining	78.30	*	10.5	*	7.43	6.07
Electricity, gas and water	47.00	29.60	6.7	5.0	7.06	5.98
Construction	52.80	*	7.9	5.9	6.72	5.40
Wholesale trade	39.30	23.00	6.7	4.4	5.91	5.21
Retail trade	26.90	15.80	5.2	3.2	5.21	4.98
Transport and storage; communication	48.20	23.50	7.4	4.0	6.55	5.89
Finance, business services	33.90	17.00	5.3	3.0	6.37	5.74
Public administration and defence; community services	41.60	28.80	6.1	4.6	6.78	6.31
Other	39.00	26.10	6.9	5.1	5.63	5.15
Total non-manufacturing	46.90	23.80	7.2	4.2	6.54	5.67
Total all industries	47.10	24.70	7.5	4.7	6.28	5.30
AGED UNDER 21 YEARS						
Manufacturing –						
Food, beverages and tobacco	26.70	17.20	6.0	4.7	4.43	3.69
Textiles; clothing and footwear	*	*	*	*	3.52	3.34
Paper, printing, etc.	*	*	7.9	2.8	4.56	*
Chemical, petroleum and coal products	*	*	*	*	5.62	4.09
Metal products, machinery and equipment –						
Basic metal products	*	*	5.1	*	4.81	4.80
Fabricated metal products; other machinery, etc.	*	18.50	*	5.2	4.06	3.59
Transport equipment	23.80	*	5.0	8.1	4.73	4.61
Total metal products, etc.	23.00	20.60	5.3	5.3	4.33	3.85
Other	*	*	6.1	*	4.26	*
Total manufacturing	26.00	17.40	6.0	4.6	4.37	3.77
Non-manufacturing –						
Mining	*	28.20	*	6.1	5.66	4.66
Electricity, gas and water	13.90	*	2.9	*	4.80	4.10
Construction	*	*	5.5	*	4.66	*
Wholesale trade	17.30	9.50	4.8	2.9	3.62	3.46
Retail trade	16.30	9.40	4.4	3.0	3.68	3.13
Transport and storage; communication	*	*	4.7	*	4.09	3.77
Finance, business services	*	*	*	*	3.98	3.55
Public administration and defence; community services	27.00	17.10	5.4	3.6	4.99	4.75
Other	*	*	*	*	3.86	*
Total non-manufacturing	21.10	12.00	5.0	3.2	4.20	3.73
Total all industries	22.90	12.80	5.4	3.4	4.27	3.74

\* Subject to sampling variability too high for most practical uses.



TABLE 22. AVERAGE WEEKLY AWARD OR AGREED BASE RATE OF PAY (a), FULL-TIME NON-MANAGERIAL EMPLOYEES WHO RECEIVED SUCH PAYMENT, INDUSTRIES, MAY 1976  
(\$)

Industry	Males		Females	
	Aged 21 years and over	Aged under 21 years	Aged 21 years and over	Aged under 21 years
Manufacturing –				
Food, beverages and tobacco	138.40	99.00	120.10	86.80
Textiles; clothing and footwear	129.80	85.50	108.50	76.70
Paper, printing, etc.	153.50	95.90	125.80	86.40
Chemical, petroleum and coal products	158.50	105.70	130.80	100.70
Metal products, machinery and equipment –				
Basic metal products	142.40	92.70	132.00	97.50
Fabricated metal products; other machinery, etc.	129.80	80.00	113.50	85.90
Transport equipment	142.70	92.40	120.30	102.00
Total metal products, etc.	136.60	86.00	116.40	89.70
Other	132.90	87.10	114.20	83.30
Total manufacturing	138.50	89.40	116.10	84.00
Non-manufacturing –				
Mining	173.60	115.10	137.00	96.80
Electricity, gas and water	175.00	101.50	155.70	100.90
Construction	156.90	109.80	134.00	89.90
Wholesale trade	140.90	90.20	128.30	86.80
Retail trade	130.80	84.60	124.20	78.90
Transport and storage; communication	169.20	104.40	144.30	101.80
Finance, business services	161.70	97.30	139.00	92.70
Public administration and defence; community services	189.60	113.30	160.40	108.30
Other	144.20	99.60	126.60	87.40
Total non-manufacturing	164.00	98.50	145.70	94.00
Total all industries	155.40	95.30	137.60	92.50

(a) For definition, see page 4.

TABLE 23. AVERAGE WEEKLY OTHER PAY (a), FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER WHO RECEIVED SUCH PAYMENT, INDUSTRIES, MAY 1976  
(\$)

Industry	Males	Females
Manufacturing –		
Food, beverages and tobacco	16.20	8.20
Textiles; clothing and footwear	19.50	10.00
Paper, printing, etc.	23.10	12.50
Chemical, petroleum and coal products	24.70	10.70
Metal products, machinery and equipment –		
Basic metal products	23.10	13.40
Fabricated metal products; other machinery, etc.	24.60	10.70
Transport equipment	19.00	9.80
Total metal products, etc.	23.10	10.70
Other	18.30	8.80
Total manufacturing	21.30	10.10
Non-manufacturing –		
Mining	25.50	*
Electricity, gas and water	14.80	*
Construction	18.60	12.60
Wholesale trade	19.30	10.80
Retail trade	19.30	11.00
Transport and storage; communication	17.50	*
Finance, business services	19.90	9.70
Public administration and defence; community services	16.30	13.90
Other	*	10.00
Total non-manufacturing	18.70	10.90
Total all industries	20.10	10.60

(a) For definition, see page 4.

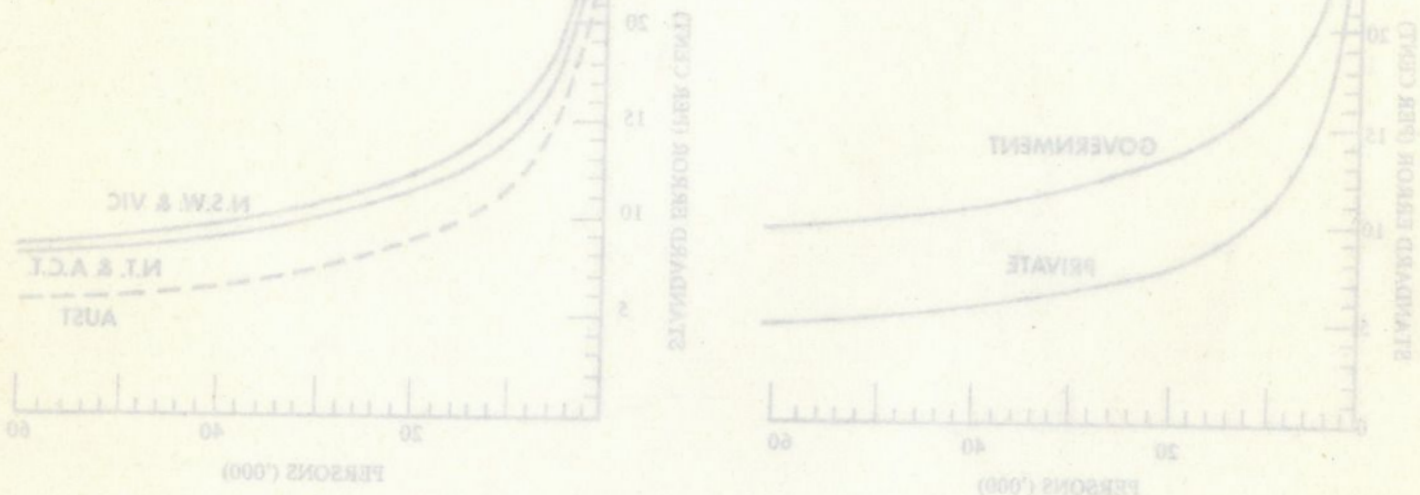
\* Subject to sampling variability too high for most practical uses.



TABLE 24. AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES, MAY 1976

State or Territory	Average weekly earnings (\$)			Average weekly hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
AGED 21 YEARS AND OVER									
New South Wales	62.00	62.50	62.40	12.7	15.5	14.6	4.88	4.03	4.27
Victoria	59.50	67.10	65.00	12.1	16.3	15.2	4.92	4.11	4.28
Queensland	58.50	61.70	60.80	11.8	15.4	14.4	4.95	4.01	4.23
South Australia	*	65.10	63.20	*	15.9	14.7	5.36	4.09	4.32
Western Australia	50.50	60.00	57.90	11.9	16.6	15.6	4.24	3.61	3.72
Tasmania	*	59.70	66.10	15.5	15.8	15.7	*	3.78	4.20
Northern Territory	*	55.00	54.90	*	12.7	*	*	4.35	4.72
Australian Capital Territory	*	67.00	65.80	*	16.4	15.7	4.43	4.09	4.20
Australia	60.30	63.70	62.70	12.3	15.9	14.9	4.90	4.01	4.22
AGED UNDER 21 YEARS									
New South Wales	28.30	26.10	26.90	9.8	10.0	9.9	2.89	2.62	2.72
Victoria	23.40	25.10	24.30	8.7	9.3	9.0	2.69	2.69	2.69
Queensland	*	*	*	6.0	*	7.1	*	2.64	2.90
South Australia	21.90	21.70	21.80	8.6	8.6	8.6	2.54	2.53	2.53
Western Australia	*	*	*	7.7	8.7	8.3	*	2.67	2.60
Tasmania	*	*	42.60	*	10.5	13.9	3.22	2.88	3.07
Northern Territory	*	30.70	26.70	*	16.7	14.8	1.74	1.84	1.80
Australian Capital Territory	*	*	*	*	10.5	*	3.01	2.41	2.72
Australia	25.20	24.50	24.80	9.0	9.3	9.2	2.80	2.63	2.70

\* Subject to sampling variability too high for most practical uses.



NOTE

The equivalent graphs shown in the 1975 bulletin were inaccurate. The above graphs, although related to the 1976 estimates, also provide a better indication of the sampling variability of the 1975 estimates.

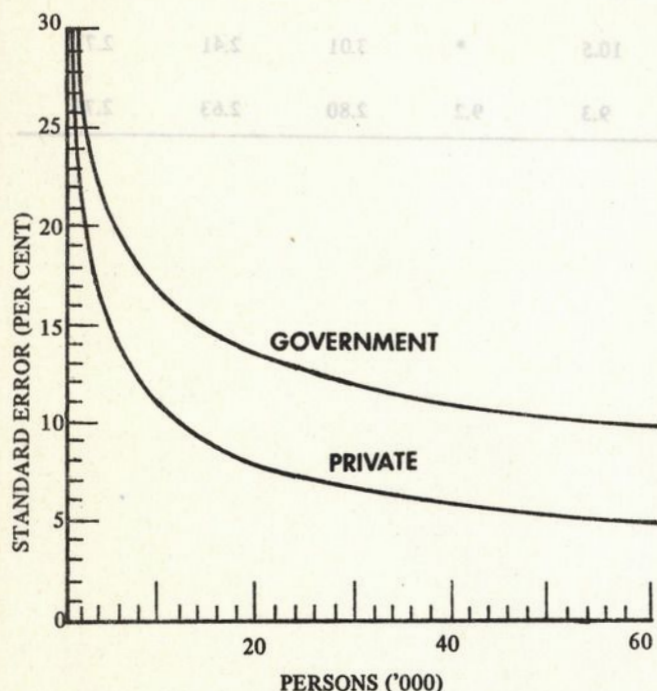


## TECHNICAL NOTE

The estimates in this bulletin are derived from a sample survey, and therefore, are subject to sampling variability. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as non-sampling errors and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

2. The estimated standard error of an estimate from a sample survey indicates the extent to which the estimate might have varied by chance because the whole population was not surveyed. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained from a complete census, and about nineteen chances in twenty that the difference will be less than two standard errors. As it would be impracticable to publish standard errors of all estimates in this bulletin, graphs and tables have been provided

GRAPH 1. ESTIMATED PERCENTAGE STANDARD ERRORS  
PRIVATE AND GOVERNMENT EMPLOYEES, AUSTRALIA



4. An example of the use of Graph 1 above in relation to Table 3 on page 9 is as follows: the estimate obtained from the sample for the earnings range \$60.00 to \$70.00 is 16,600 persons. The standard error of this estimate is approximately 14 per cent, i.e. 2,324. This

below to give an indication of the magnitude of the standard errors for the two basic types of estimates:

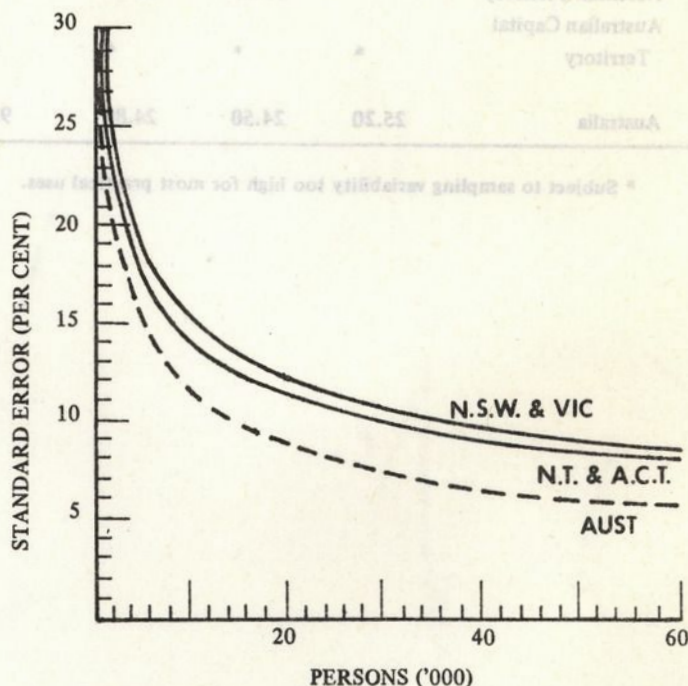
- (i) estimates of numbers of persons (distribution of weekly earnings); and
- (ii) estimates of averages (composition of average weekly earnings and hours).

Estimates with a standard error greater than 15 per cent have not been published in this bulletin.

#### Standard errors of estimates of number of persons

3. The graphs below represent the standard errors of estimates of earnings distribution and relate to Tables 1-8 in this bulletin. The standard errors for Australia for all employees (i.e. private and government combined) are approximately the same as those shown for private employees in graph 1. In graph 2, the curve for Queensland, South Australia, Western Australia and Tasmania lies between the curves for the States and Territories shown.

GRAPH 2. ESTIMATED PERCENTAGE STANDARD ERRORS  
ALL EMPLOYEES, STATES



means that there are two chances in three that the true figure is within the range 14,276 to 18,924 and about nineteen chances in twenty that this figure is between 11,952 and 21,248.

## NOTE

The equivalent graphs shown in the 1975 bulletin were inaccurate. The above graphs, although related to the 1976 estimates, also provide a better indication of the sampling variability of the 1975 estimates.



# Standard errors of estimates of averages

5. The following tables show the approximate standard errors of estimates of average weekly earnings of private and government employees. Standard errors of

estimates for all employees (private and government combined) are generally lower than those shown below for private employees.

TABLE 1. APPROXIMATE PERCENTAGE STANDARD ERRORS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA

Industry	Adults (a)				Juniors (b)			
	Males		Females		Males		Females	
	Private	Government	Private	Government	Private	Government	Private	Government
Manufacturing —								
Food, beverages and tobacco	1.2	2.3	1.1	5.2	4.3	8.8	2.0	(c)
Textiles; clothing and footwear	1.4	4.1	1.2	4.0	4.4	(c)	2.7	(c)
Paper, printing, etc.	1.0	3.6	1.3	2.3	5.8	8.2	4.7	(c)
Chemical, petroleum and coal products	2.7	3.6	1.5	5.6	8.0	(c)	4.0	(c)
Metal products, machinery and equipment —								
Basic metal products	1.6	0.8	1.8	(c)	2.8	(c)	6.1	(c)
Fabricated metal products; other machinery, etc.	1.0	3.0	1.6	3.2	2.4	4.3	3.8	(c)
Transport equipment	2.6	2.5	1.5	8.6	5.6	4.3	4.6	(c)
Total metal products, etc.	0.9	2.3	1.1	8.8	2.1	4.0	3.2	(c)
Other	1.4	5.2	1.2	(c)	3.7	(c)	4.2	(c)
Total manufacturing	0.6	1.9	0.6	3.6	1.6	3.5	1.5	6.7
Non-manufacturing —								
Mining	3.5	12.7	1.9	(c)	8.8	4.2	8.0	(c)
Electricity, gas and water	3.2	1.7	1.6	2.1	5.1	3.5	(c)	5.3
Construction	1.2	1.1	2.1	5.1	2.8	2.8	4.4	2.4
Wholesale trade	1.3	9.0	1.1	(c)	2.1	(c)	1.7	(c)
Retail trade	1.3	5.5	0.5	4.7	1.4	(c)	1.4	(c)
Transport and storage; communication	2.5	1.3	1.5	1.9	5.4	2.6	3.7	3.7
Finance, business services	1.4	1.2	0.8	0.8	0.9	1.4	1.0	1.0
Public administration and defence; community services	1.6	1.2	0.8	2.0	6.5	2.7	1.1	1.5
Other	2.1	7.6	1.0	4.5	6.7	9.2	6.9	2.9
Total non-manufacturing	0.8	0.9	0.4	1.9	1.5	1.5	0.8	1.4
Total all industries	0.5	0.9	0.3	1.9	1.1	1.4	0.7	1.3

(a) Aged 21 years and over. (b) Aged less than 21 years. (c) Standard error greater than 15 per cent.

TABLE 2. APPROXIMATE PERCENTAGE STANDARD ERRORS : FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES

State	Adults (a)				Juniors (b)			
	Males		Females		Males		Females	
	Private	Government	Private	Government	Private	Government	Private	Government
N.S.W.	0.9	1.6	0.5	1.4	1.7	2.2	1.3	3.3
Vic.	0.8	2.0	0.6	4.8	1.8	3.5	1.7	2.5
Qld	2.0	2.8	0.8	3.1	2.7	2.5	1.5	1.6
S.A.	1.0	2.3	1.2	4.6	2.1	4.0	1.8	4.0
W.A.	1.8	1.2	1.3	3.2	6.0	3.1	2.1	4.3
Tas.	1.4	2.7	2.0	4.3	4.5	5.3	3.5	2.7
N.T.	4.3	5.0	1.9	2.9	5.8	(c)	6.3	7.5
A.C.T.	3.0	1.7	3.3	2.0	5.6	3.5	6.8	5.7
Aust.	0.5	0.9	0.3	1.9	1.1	1.4	0.7	1.3

(a) Aged 21 years and over. (b) Aged less than 21 years, (c) Standard error greater than 15 per cent.



### Components of earnings

	Private	Government
Average overtime pay	6.7	7.6
Average award pay	0.8	0.7
Average payment by measured result and other pay	7.1	8.0

**Example :** The approximate standard error for “average overtime pay” for full-time adult males in the Construction industry (private sector) may be calculated by multiplying the relevant standard error for average weekly earnings in Table 1 above (i.e. 1.2 per cent) by the factor for “average overtime pay” (i.e. 6.7). This yields an approximate standard error of 8.0 per cent. A similar procedure may be used to calculate approximate standard errors for components of earnings for States by using Table 2.

8. Approximate standard errors may be calculated for the various components of average weekly earnings by multiplying the relevant standard error for average weekly earnings shown in Tables 1 and 2 above by one of the following factors: —



Ng

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AS

